

WJCL(TV)
EEO PUBLIC FILE REPORT
December 1, 2007 – November 30, 2008

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Interactive Manager	16*	16
Master Control Operator	13**	13
Managing Editor	1-10, 13	13
Anchor	1-10	8
Sales Executive	13	13
Producer	1-10, 13	13
Sales Executive	15	15
Sales Executive	15	15
Engineering	13**	13
Reporter	1-10	8
Master Control Operator	1-10, 17	17
Master Control Operator	1-10, 12, 17	12
Anchor	1-10, 13	13
National Sales Coordinator	13	13
Master Control Operator	1-10, 17	8
Reporter	1-10, 13	13
Interactive Assistant	1-10, 13	13
Local Sales Manager	15	15
Creative Services	16*	16
Station Results Consultant	13	13
Interactive Media Sales	13	13

* Temporary to full-time

** Exigent Circumstances

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Armstrong Atlantic State University Phone: 912-927-5267 Fax: 912-921-7375	No	0
2	Georgia Southern University Phone: 912-681-5374 Fax: 912-681-0325 mmarles@georgiasouthern.edu	No	0
3	Herald of Savannah Phone: 912-232-4505 Fax: 912-231-0018 news@savannahherald.net	No	0
4	NAACP Phone: 912-233-4161 Fax: 912-233-3088 savnaacp@bellsouth.net	No	0
5	Savannah State University Phone: 912-356-2169/2202 Fax: 912-351-6588 Attn: Mr. Shaunce Riley, rileys@savstate.edu	No	8
6	Savannah Tech Phone: 912-351-6362 Fax: 912-443-5498	No	1
7	Savannah College of Art & Design Phone: 912-525-5532 / 4653 Fax: 912-525-4651 careers@scad.edu; www.scad.edu	No	2
8	tvjobs.com Phone: 800-374-0119 Fax: 760-754-2115 info@tvjobs.com	No	37
9	Georgia Department of Labor Phone: 912-356-2773 Fax: 912-351-3800	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Savannah Tribune Phone: 912-233-6128 Fax: 912-233-6140 Tanya@savannahtribune.com	No	0
11	WJCL On-Air Announcements	No	0
12	Station website (thecoastsource.com)	No	4
13	Walk-in/Self-Referral/Employee Referral***	No	52
14	Savannah Jobs www.savannahjobs.com	No	10
15	Spots and Dots ads@spotsndots.com 888-884-2630	No	51
16	Internal Transfer/Promotion	No	2
17	Savannah Morning News Job Fair	No	9
TOTAL INTERVIEWEES OVER REPORTING PERIOD			176

*** This SEU is located in a market with a particularly high concentration of colleges and universities with strong broadcasting programs. As a result, this SEU receives a great number of walk-in applicants seeking employment opportunities in television broadcasting, and it has found that these individuals represent a productive, and thus reliable, source of qualified applicants.

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host internship program	During the reporting period, the SEU offered internships to four students from Savannah State University, and one student from Armstrong Atlantic State University. Interns received training and experience in various areas of broadcasting including News, Programming, Marketing and Promotion. The interns were supervised by the SEU's News Director and Interactive Manager.
2	Participate in Job Fair	The SEU participated in the Savannah Morning News' October 7, 2008 job fair, which was held at the Savannah Civics Center. Station participants included the SEU's Promotions Director, Promotions Graphic Artist, Traffic Coordinator, an Account Executive, two Anchors, Assistant Chief Engineer, News Director, and Director of Creative Services, who provided attendees with information on the SEU's employment vacancies as well as information about career opportunities in the broadcast industry.